



Sustainable Business by Employee Well-being and Empowerment

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ABSTRACT :

This study examines the impact of employee psychological practices on work engagement. Employee well-being is crucial for organizational outcomes, with a positive correlation between well-being and business performance. Empowering employees can enhance efficiency, develop leaders, and reduce turnover. The study highlights the roles of service providers in boosting employee well-being through organizational support and empowerment. It finds that structural empowerment is linked to psychological empowerment, which improves job satisfaction, work engagement, and social well-being. Effective leadership and communication positively influence these outcomes, demonstrating that leadership significantly impacts employee well-being and engagement.

Keywords: Employee well-being, psychological empowerment, organizational empowerment.

Introduction :

Globally, businesses are feeling more and more compelled to support both the sustainability of the environment and the welfare of their workforce. Various workplace outcomes are impacted by employee and organizational practices connected to the environment. The definition of healthy businesses and organizations is given at the outset of this article, which addresses the idea of healthy companies. Culture, climate, and practices build an atmosphere that supports both organizational effectiveness and employee health and safety in healthy firms. Since public health and occupational health are intimately related, the World Health Organization's (WHO) main duty is to enhance working conditions. The World Health Assembly approved the WHO's Global Plan of Action on Workers' Health 2008–2017 in 2007. To investigate the relationship between psychological safety and sustainable leadership. The aim is to examine the moderating role of psychological safety in the relationship between sustainable leadership and sustainable performance. Additionally, the study will explore how psychological empowerment can influence this relationship, acting as both a moderating and mediating factor.

Background theory

Sustainable development requires balancing social, ecological, and environmental goals, enhancing both individual and collective performance. Human Resource Management (HRM) involves managing recruitment, job design, training, career development, performance evaluation, and benefits. Contemporary scholars emphasize sustainable HRM, focusing on regenerating social, economic, and human resources to maintain a competitive edge.

Humanistic management values employee dignity and individuality, promoting empowerment, ethical leadership, and personal growth. Key principles include respect for human dignity, empowerment, ethical leadership, employee development, work-life balance, social responsibility, and long-term sustainability. This approach aims to build trust, collaboration, and mutual respect, improving organizational performance and employee well-being.

Orientation towards customer and employee satisfaction

We hypothesized that employee satisfaction, resulting from sustainable HRM practices like training, rewards, and benefits, positively impacts customer orientation. Social Exchange Theory supports this, suggesting employees who benefit from their organization reciprocate with higher engagement. Well-being, a mix of cognitive and emotional aspects, is crucial at work, influencing life satisfaction and responses to life events.

An employer's appeal is linked to sustainable HR practices and job satisfaction. The Society for Human Resource Management (SHRM) helps companies attract, retain, and develop skilled employees. Positive correlations exist between leader support, team cohesion, organizational learning, and innovation, enhancing performance. Focusing on intangible aspects of satisfaction can further improve company performance. Encouraging opinion expression, knowledge sharing, and feedback reflection fosters engagement in decision-making and organizational processes, allowing for diverse perspectives.

Sustainability empowerment in the workplace

Organizational Citizenship Behavior (OCB) refers to voluntary employee actions that exceed job requirements to boost organizational effectiveness without expecting rewards. These actions fall into seven themes: altruism, good sportsmanship, organizational devotion, adherence, and personal initiative.

Employee engagement, closely linked to empowerment, involves incentives, influence, and information. Empowerment aligns people, tasks, technology, rewards, and structure, driving organizational efficiency. Committed employees are emotionally invested, enhancing competitiveness, accountability, innovation, and performance.

Empowerment, derived from positive task experiences, grants employees autonomy, a sense of belonging, and confidence in their impact. It can be fostered by listening to feedback, providing training, encouraging support, equipping resources, sharing information, and aligning tasks with skills.

Worker welfare

Psychological well-being, sometimes known as happiness, is intimately associated with positive psychology and well-being. It gives people the choice to accept their strengths and weaknesses, build healthy connections with others, exercise self-control over their behavior, raise their expectations sustainably, adapt to changing environmental conditions, and have a clear sense of purpose in life.

Self-recognition is an optimistic perspective of oneself from the past as well as the present. Freedom and the capacity to control one's course in life and conduct are the results of autonomy. People who are capable of making their own decisions are considered independent. Personal Growth talks about a person's capacity to realize his or her potential and develop into a decent person. This level necessitates self-awareness and enables people to perform psychologically to their fullest potential.

Leadership conduct

Employee behavior, productivity, and well-being are strongly influenced by the actions of their leaders. However, the majority of the theory and research that currently exists on leadership behavior focuses on employee performance, regarding employee well-being as a secondary end variable that is connected to performance rather than as a significant consequence in and of itself. The criterion space for conceptualizing employee well-being (i.e., psychological: hedonic, eudaimonic, negative; and physical); analyze the scant evidence for differential processes that underlie the relationship between leader behavior and employee well-being; and discuss theoretical and methodological issues. five mediator groupings (social-cognitive, motivational, affective, relational, identification). The majority of research on the relationship between leadership behavior and employee well-being did not look at mediators, which indicates that the processes by which employee well-being is impacted by leadership behavior have not been thoroughly examined in the body of existing literature.

Sustainable business practices

Sustainable Business Practices (SBP) involve integrating social, environmental, and economic factors into business operations for long-term sustainability. This includes eco-friendly procedures, efficient resource use, ethical material sourcing, stakeholder engagement, and sustainable policies. The Triple Bottom Line (TBL) strategy guides SBP by balancing environmental, social, and economic outcomes. Businesses must incorporate TBL into their plans and decisions to develop a sustainable model. Corporate sustainability practices (CSP) focus on long-term strategic goals for sustainability rather than just tactical applications.

A critical review of employee involvement and empowerment in COVID-19:

Employee well-being refers to an individual's ability to function effectively in their work environment, considering factors like coworker interactions, technology use, stress levels, expectations, and job responsibilities. Occupational wellness goes beyond physical health, encompassing social connections, mindfulness, sleep, and diet. Employee wellness programs (EWPs) are designed to improve employees' overall well-being, resulting in greater happiness, health, reduced stress, and motivation. These programs help maintain employees' well-being and, in some cases, enhance their general health. Wellness initiatives vary by company and may include legislative frameworks, labor unions, regulations, and wellness programs to achieve long-term improvements.

Covid-19's impact on staff performance

The COVID-19 outbreak has significantly altered service businesses and employees' daily routines. New technologies and digital processes were implemented to mitigate the impacts of COVID-19. Workplaces have a substantial impact on employee wellness and quality of life, presenting challenges for HRM in adapting to remote work environments.

The pandemic has caused socio-psychological, physical, and technical challenges, significantly affecting employee well-being and performance. Stress, exacerbated by the pandemic, depletes motivation and morale, leading to lower performance levels and poor health conditions. Cognitive impairment, short-term memory loss, and distracted attention are severe impacts of stress. Common issues for remote workers during the pandemic include increased workloads, loneliness, and poor office infrastructure. The uncertainty of the pandemic disrupts work processes, causing work overload and role ambiguity, leading to more stress and decreased performance.

Conclusion :

Organizational performance and fairness are vital in shaping employee attitudes and decisions to stay or quit. Job satisfaction, emotional exhaustion, and work-life balance are key components. Employee engagement, psychological empowerment (PE), and social exchange theory explain how satisfaction is promoted. Increased PE and support (SE) positively impact workers' health, job satisfaction, and engagement. Modern organizations focus on employees' psychological, emotional, and spiritual well-being. Legal frameworks protect employee well-being at work. Reducing conflict and anxiety improves well-being and productivity. Social networks and events can foster a sense of connectedness, especially during the COVID-19 pandemic. Promoting healthy lifestyles, aligned with the third sustainable development goal, targets both physical and emotional health and emphasizes collective commitment.

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